



# Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

## In this issue

Page

Wage Adjustments, November 2010 Analysis and Wage Data ... 1

Current and Upcoming Key Negotiations ..... 11

Major Work Stoppages ..... 15

New Toll-Free Number ..... 15

Coming in the Next Issue ..... 16

For More Information ..... 16

Mailing List

Add or Remove My Name ..... 16

## Wage Adjustments Covering 500 or More Employees

### November 2010

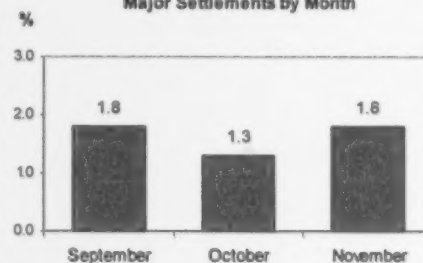
Major collective bargaining settlements in November 2010 provided base-rate wage adjustments averaging 1.8% annually over the contract term. The results are based on a review of 17 settlements and cover 38,240 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.9%, higher than in their current settlements. Contract duration in November 2010 averaged 32.9 months, compared to 40.3 months in the previous round of settlements.

Wage adjustments averaged 1.8% in both the public and the private sectors. The public sector result was based on 11 agreements covering 31,980 employees and the private sector results were based on 6 agreements covering 6,260 employees.

The November data were largely influenced by one health-sector agreement between the Ontario Hospital Association and 15,860 non-medical employees for wage adjustments averaging 2.1%. The Regional Health Authority of Manitoba also settled with 5,500 home-care employees for a wage adjustment of 1.5%.

Percentage Wage Adjustments in  
Major Settlements by Month



On an jurisdiction basis, the highest average in wage adjustments was in the federal jurisdiction (based on two Canadian National Railway Company (CN) agreements averaging 2.7% and covering 2,450 employees) and the lowest was in Quebec at 1.2% (based on a single Gouvernement du Québec agreement covering 2,000 day-care workers).

On an industry basis, the highest average in wage adjustments was in the transportation sector (based on the two CN agreements) and the lowest was in the manufacturing sector at 0.0% (a single agreement, Ingram Windsor Seating, a division of Magna International Inc., covering 800 employees subject to a wage freeze).

Over 53% of employees covered in November settlements received adjustments in the 2.0 to 2.9% range; an additional 38.5% of employees received wage adjustments in the 1.0 to 1.9% range. Only 2.1% of employees were subject to a wage freeze.

Wage adjustments in base rates for the first 11 months of 2010 (January to November) averaged 1.8%; wage adjustments in the public sector for the same period averaged 1.6% and in the private sector, 2.1%.

#### Average Annual Percentage Wage Adjustments by Month

	2010		
	September	October	November
<b>Sectors</b>			
Public Sector	1.3	1.4	1.8
Private Sector	2.2	0.8	1.8
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	1.8	1.3	1.8
Without Cost-of-Living Allowance	1.8	1.3	1.8
With Cost-of-Living Allowance	-	1.8	-
First-Year Adjustment	2.8	0.9	1.8
Without Cost-of-Living Allowance	2.8	0.9	1.8
With Cost-of-Living Allowance	-	0.0	-
<b>Industries</b>			
Primary Industries	3.5	3.7	-
Utilities	-	1.2	-
Construction	2.3	2.8	2.2

	2010		
	September	October	November
<b>Industries (continued)</b>			
Manufacturing	3.3	1.0	0.0
Wholesale and Retail Trade	1.8	0.6	-
Transportation	2.0	2.3	2.7
Information and Culture	0.5	-	-
Education, Health and Social Services	1.3	1.4	1.8
Entertainment and Hospitality	-	-	2.1
Public Administration	2.5	1.4	1.9
<b>Jurisdictions</b>			
Prince Edward Island	-	4.4	-
New Brunswick	3.0	1.4	1.4
Quebec	1.8	1.2	1.2
Ontario	1.8	0.8	1.9
Manitoba	-	1.3	1.5
Saskatchewan	3.3	2.4	2.0
Alberta	3.5	1.5	-
British Columbia	-	1.0	-
<i>Public Service Labour Relations Act</i>	-	1.5	-
<i>Canada Labour Code, Part I</i>	0.8	2.9	2.7
Federal Jurisdiction	0.8	1.6	2.7

## Average Annual Percentage Wage Adjustments by Quarter

	2009	2010		
	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
<b>Sectors</b>				
Public Sector	2.3	2.2	1.8	1.3
Private Sector	1.6	1.9	2.5	2.2
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.1	2.1	2.1	1.8
Without Cost-of-Living Allowance	2.1	2.1	2.1	1.8
With Cost-of-Living Allowance	1.8	1.5	2.0	2.0
First-Year Adjustment	2.1	2.1	1.9	2.4
Without Cost-of-Living Allowance	2.2	2.1	1.9	2.5
With Cost-of-Living Allowance	1.7	1.6	2.6	0.7
<b>Industries</b>				
Primary Industries	-	0.8	5.7	3.5
Utilities	2.5	2.9	0.0	0.0
Construction	2.5	2.1	2.5	2.3
Manufacturing	1.2	1.2	1.5	1.8
Wholesale and Retail Trade	1.7	1.9	3.9	1.8
Transportation	2.1	3.7	1.9	2.0
Information and Culture	1.9	0.0	-	0.9
Finance and Professional Services	2.2	-	3.1	-
Education, Health and Social Services	2.4	2.1	2.4	1.3
Entertainment and Hospitality	-	2.4	1.2	-
Public Administration	2.4	2.8	1.1	1.7
<b>Jurisdictions</b>				
Newfoundland and Labrador	-	1.1	2.6	-
Prince Edward Island	-	-	1.9	-
Nova Scotia	2.3	2.1	-	1.1

	2009	2010		
	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
<b>Jurisdictions (continued)</b>				
New Brunswick	-	2.6	-	1.8
Quebec	2.1	1.9	1.7	1.8
Ontario	1.9	2.0	2.4	2.2
Manitoba	2.4	3.3	3.4	1.2
Saskatchewan	-	-	2.3	2.9
Alberta	4.3	5.6	2.7	2.9
British Columbia	3.0	0.2	0.0	0.5
Territories	-	-	2.2	-
Multiprovince	0.0	-	-	-
<i>Public Service Labour Relations Act</i>	1.7	-	-	-
<i>Canada Labour Code, Part I</i>	1.9	1.7	2.1	1.6
Federal Jurisdiction	1.8	1.7	2.1	1.6

### Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
<b>Sectors</b>				
Public Sector	3.4	3.5	2.5	1.6
Private Sector	3.2	2.5	1.8	2.1
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	3.3	3.2	2.4	1.8
Without Cost-of-Living Allowance	3.3	3.4	2.4	1.8
With Cost-of-Living Allowance	3.4	1.7	2.3	1.9
First-Year Adjustment	3.9	3.6	2.5	1.8
Without Cost-of-Living Allowance	3.9	3.8	2.6	1.8
With Cost-of-Living Allowance	3.5	1.9	1.9	1.3



	2007	2008	2009	2010
<b>Industries</b>				
Primary Industries	4.6	4.3	2.5	3.3
Utilities	3.9	2.3	3.0	0.8
Construction	3.4	5.4	3.7	2.3
Manufacturing	2.5	1.1	1.6	1.4
Wholesale and Retail Trade	2.4	2.8	1.8	1.1
Transportation	2.7	3.1	1.1	2.3
Information and Culture	3.1	2.0	2.1	0.9
Finance and Professional Services	3.6	2.8	2.5	3.1
Education, Health and Social Services	3.5	3.8	3.0	1.7
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.7	2.1	1.3
<b>Jurisdictions</b>				
Newfoundland and Labrador	1.6	5.0	5.0	1.7
Prince Edward Island	2.8	3.0	3.6	2.6
Nova Scotia	3.0	4.0	2.9	1.5
New Brunswick	2.5	3.7	6.0	1.9
Quebec	3.2	2.4	2.2	1.6
Ontario	3.1	2.6	2.4	2.0
Manitoba	3.0	3.4	2.9	2.1
Saskatchewan	4.1	5.1	5.0	2.4
Alberta	4.9	4.8	4.5	3.6
British Columbia	3.0	2.5	3.0	0.1
Territories	3.0	4.4	2.4	2.2
Multiprovince	3.0	-	2.1	-
<i>Public Service Labour Relations Act</i>	2.8	2.9	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.7	2.9	1.2	1.9
Federal Jurisdiction	2.8	2.9	1.6	1.7

*Note: Data for 2010 cover the months of January through November.*

### Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2000

Year	Public	Private	Both Sectors
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8

*Note: Data for 2010 cover the months of January through November.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

#### OTHER DETAILED TABLES

Other detailed tables (PDF format, 173KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

**Major Settlements Reached in November 2010**

Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Construction</b>				
Residential Siding Contractors Association of Greater Metropolitan Toronto Toronto, Ontario United Brotherhood of Carpenters and Joiners of America (CLC) roofers	500	2.2	36.0	Apr 30, 2013
<b>1 agreement</b>	<b>500</b>	<b>2.2</b>	<b>36.0</b>	
<b>Manufacturing</b>				
Integram Windsor Seating, division of Magna International Inc. Tecumseh, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) plant and maintenance employees	800	0.0	24.1	Nov 11, 2012
<b>1 agreement</b>	<b>800</b>	<b>0.0</b>	<b>24.1</b>	
<b>Transportation</b>				
Canadian National Railway Company Western Region, Multiprovince Teamsters Canada (CtW/CLC) service employees	1,250	2.7	36.0	Jul 22, 2013
Canadian National Railway Company system-wide, excluding Newfoundland and Labrador, Multiprovince Teamsters Canada (CtW/CLC) conductors, etc.; yardmen; service employees	1,200	2.7	36.0	Jul 22, 2013
<b>2 agreements</b>	<b>2,450</b>	<b>2.7</b>	<b>36.0</b>	



Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Education, Health and Social Services</b>				
Ontario Hospital Association province-wide, Ontario Service Employees International Union (CtW/CLC) non-medical employees	15,860	2.1	23.0	Sep 10, 2011
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) home care workers; community support	5,500	1.5	48.0	Mar 31, 2013
Gouvernement du Québec province-wide, Quebec Fédération de la santé et des services sociaux (CSN) daycare workers	2,000	1.2	36.0	Nov 30, 2013
University of Western Ontario London, Ontario University of Western Ontario Faculty Association (Independent-local) lecturers	1,700	1.5	48.0	Jun 30, 2014
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) teaching assistants	1,500	1.8	36.0	Aug 31, 2013
University of Western Ontario London, Ontario Public Service Alliance of Canada (CLC) teaching assistants	1,430	0.6	24.0	Aug 31, 2012
University of Western Ontario London, Ontario University of Western Ontario Staff Association (Independent-local) office employees	1,000	1.5	36.0	Jun 30, 2013

Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Education, Health and Social Services (continued)</b>				
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) support employees	800	1.7	48.0	Jun 30, 2014
Carleton University Ottawa, Ontario Canadian Union of Public Employees (CLC) instructors	600	1.8	36.0	Aug 31, 2013
<b>9 agreements</b>	<b>30,390</b>	<b>1.8</b>	<b>31.8</b>	
<b>Entertainment and Hospitality</b>				
Delta Chelsea Hotel Toronto, Ontario UNITE HERE Canada (AFL-CIO/CLC) hotel employees	510	2.1	48.0	Jan 31, 2014
<b>1 agreement</b>	<b>510</b>	<b>2.1</b>	<b>48.0</b>	
<b>Public Administration</b>				
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) general tradesmen; labourers	1,630	1.4	48.0	Dec 15, 2012
City of Regina Regina, Saskatchewan Canadian Union of Public Employees (CLC) outside employees	1,250	2.0	36.0	Dec 31, 2012

Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Public Administration (continued)</b>				
Waterloo Regional Police Services Board Waterloo, Ontario Waterloo Regional Police Association (Independent-local) police officers	710	3.0	24.0	Dec 31, 2011
<b>3 agreements</b>	<b>3,590</b>	<b>1.9</b>	<b>39.1</b>	
<b>Total</b>				
Agreements with COLA - 0 agreement	0	0.0	0.0	
Agreements without COLA - 17 agreements	38,240	1.8	32.9	
All Agreements - 17 agreements	38,240	1.8	32.9	

**\*Cost-of-Living Allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

## Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations</b>				
<b>Federal Jurisdiction, Public Sector</b>				
<b>Saskatchewan</b>				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
<b>Multiprovince</b>				
Government of Canada	Various unions	75,270	B	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	ARB/B	Sep 09/Jan 11

Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations (continued)</b>				
<b>Federal Jurisdiction, Private Sector</b>				
<b>Multiprovince</b>				
TELUS Corporation	TWU	13,700	B	Nov 10
Canadian National Railway Company	CAW-Canada	4,720	CO	Jul 10/Dec 10
Canadian Pacific Railway	CAW-Canada	2,300	CO	Dec 10
NAV CANADA	CAW-Canada	850	B	Apr 10
<b>British Columbia</b>				
British Columbia Maritime Employers Association	ILWU Canada	4,500	CO	Mar 10
<b>Provincial and Territorial Jurisdictions, Public Sector</b>				
<b>Prince Edward Island</b>				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10
<b>Nova Scotia</b>				
Government of Nova Scotia	NSTU/CUPE	11,650	B	Oct 09/Jul 10
Capital District Health Authority	NSGEU	8,350	CO	Oct 10
Health Association Nova Scotia	NSNU	3,580	B	Oct 09
<b>New Brunswick</b>				
Government of New Brunswick	NBUPPE/CUPE	5,860	B	Feb 09-Dec 09
<b>Quebec</b>				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	46,720	TENT	Mar 10
Ville de Montréal	Various unions	15,700	B/ARB	Dec 06/Dec 10
Gouvernement du Québec	Various unions	9,110	B/MED	Mar 10

Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations (continued)</b>				
<b>Provincial and Territorial Jurisdictions, Public Sector (continued)</b>				
<b>Quebec (continued)</b>				
Ville de Québec	Various unions	3,100	ARB	Dec 06/Dec 10
Management Negotiating Committee for Boards	Various unions	1,720	B/TENT	Mar 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
<b>Ontario</b>				
Universities	Various unions	6,960	B/CO	Jun/Aug 10
City of Toronto	IAFF	3,000	B	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	B	Oct 10
<b>Manitoba</b>				
Government of Manitoba	MGEU	14,000	TENT	Mar 10
<b>Saskatchewan</b>				
Government of Saskatchewan	STF	12,000	CO	Aug 10
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
<b>Alberta</b>				
Government of Alberta	AUPE	22,000	B	Aug 10
<b>British Columbia</b>				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	TENT	Mar 10



Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations (continued)</b>				
<b>Provincial and Territorial Jurisdictions, Public Sector (continued)</b>				
<b>Nunavut</b>				
Government of Nunavut	PSAC	2,100	B	Sep 10
Government of Nunavut	NTA	640	MED	Jun 09
<b>Provincial and Territorial Jurisdictions, Private Sector</b>				
<b>Ontario</b>				
Pipe Line Contractors Association of Canada	IUOE/LIUNA	3,000	B	Apr 10
Hamilton Steel GP Inc.	USW	2,400	WS	Jul 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
<b>Alberta</b>				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09
<b>British Columbia</b>				
Interior Forest Labour Relations Association	USW	4,000	B	Jun 09
<p>* ARB - Arbitration                      PAB - Post-arbitration bargaining  B - Bargaining                              PCB - Post-conciliation bargaining  BaWS - Bargaining after work stoppage      PMB - Post-mediation bargaining  CO - Conciliation                              TENT - Tentative settlement  MED - Mediation                                WS - Work stoppage  MaWS - Mediation after work stoppage</p>				
<p><b>Notes:</b>  The short dash (–) in the <b>Expiry Month</b> column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: <b>Sep 07–Jan 08</b>.   The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: <b>Jul 07/Apr 08</b>.</p>				

Employer	Union	Employees	Expiry Month
<b>Upcoming Key Negotiations</b>			
<b>Federal Jurisdiction, Public Sector</b>			
Nothing to report.			
<b>Federal Jurisdiction, Private Sector</b>			
Air Canada	Various Unions	26,180	Feb 11/Mar 11
<b>Provincial and Territorial Jurisdictions, Public Sector</b>			
Ontario Hospital Association	Various unions	57,970	Mar 11
Alberta Health Services	HSAA	14,000	Mar 11
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
<b>Provincial and Territorial Jurisdictions, Private Sector</b>			
Nothing to report.			

## Major Work Stoppages

Involving 500 or more employees, from **December 24, 2010 to January 13, 2011.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
U.S. Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 steelworkers	Not available	Nov 7, 2010 Lockout	

## New Toll-Free Number

Effective February 1, 2011, the Workplace Information Division, Labour Program, is introducing a new toll-free number for its inquiry line. Please call **1-877-259-8828** for current and customized information on industrial relations and collective bargaining.

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 2011 Calendars of Expiries and Reopeners

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact:

Inquiry Line: 1-800-567-6866 (toll-free number)  
819-997-3117 (Ottawa-Gatineau area)

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